



EMPLOYMENT TRIBUNALS

Claimant: Ms C Taylor

Respondent: Avery Healthcare Limited

Heard at: Watford Employment Tribunal

On: 4 - 6 June 2025

Before: Employment Judge Partington
LL Thompson
S Bury

Representation

Claimant: In person

Respondent: Mr Irving, solicitor

JUDGMENT

The unanimous decision of the tribunal is that:

1. The Claimant's claim for unfair dismissal is not well founded and is dismissed.
2. The Claimant's claim for direct age discrimination is not well founded and is dismissed.
3. The Claimant's claim for harassment on the grounds of age is not well founded and is dismissed.
4. The Claimant's claim for harassment on the grounds of race is not well founded and is dismissed.
5. The Claimant's claim for unauthorised deduction from wages is well founded and the Respondent must pay the Claimant the sum of £972 which will be subject to any applicable deductions for tax and national insurance.

Approved by:

Employment Judge Partington

Date: 11 June 2025

JUDGMENT SENT TO THE PARTIES ON

14 July 2025

FOR THE TRIBUNAL OFFICE

Notes

Reasons for the judgment having been given orally at the hearing, written reasons will not be provided unless a request was made by either party at the hearing or a written request is presented by either party within 14 days of the sending of this written record of the decision. If written reasons are provided they will be placed online.

All judgments (apart from judgments under Rule 51) and any written reasons for the judgments are published, in full, online at <https://www.gov.uk/employment-tribunal-decisions> shortly after a copy has been sent to the claimants and respondents.

If a Tribunal hearing has been recorded, you may request a transcript of the recording. Unless there are exceptional circumstances, you will have to pay for it. If a transcript is produced it will not include any oral judgment or reasons given at the hearing. The transcript will not be checked, approved or verified by a judge. There is more information in the joint Presidential Practice Direction on the Recording and Transcription of Hearings and accompanying Guidance, which can be found here:

www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/